



# SEXUAL HARASSMENT A SPECTRUM OF BEHAVIOR PATTERNS

VISUAL	VERBAL	WRITTEN	TOUCHING	POWER	THREATS	FORCE
<ul style="list-style-type: none"> <li>- OGLING</li> <li>- STARING</li> <li>- POSTERS</li> <li>- MAGAZINES</li> <li>- FLYERS</li> </ul>	<ul style="list-style-type: none"> <li>- REQUEST FOR DATES</li> <li>- QUESTIONS ABOUT PERSONAL LIFE</li> <li>- LEWD COMMENTS/ JOKES</li> <li>- WHISTLING</li> </ul>	<ul style="list-style-type: none"> <li>- LOVE LETTERS</li> <li>- OBSCENE LETTERS</li> <li>- CARDS</li> </ul>	<ul style="list-style-type: none"> <li>- VIOLATING SPACE</li> <li>- PATTING/GRABBING</li> <li>- PINCHING</li> <li>- CARESSING</li> <li>- KISSING</li> </ul>	<ul style="list-style-type: none"> <li>- RELATIONSHIPS</li> <li>- USING POSITION TO REQUEST DATES, SEX, ETC.</li> </ul>	<ul style="list-style-type: none"> <li>- QUID PRO QUO</li> <li>- DEMANDS</li> <li>- LOSS OF JOB</li> <li>- SELECTION PROCESS</li> </ul>	<ul style="list-style-type: none"> <li>- RAPE</li> <li>- PHYSICAL ASSAULTS</li> </ul>

## ← **OFFENSIVE CONDUCT** → **DEMANDS** →

**MAY BE ILLEGAL** **ILLEGAL IN ALL CASES**

- INDIVIDUAL PERCEPTION AND REACTIONS DETERMINE HARASSMENT
- BEHAVIORS UNWANTED BY RECIPIENT ARE HARASSMENT
- BEHAVIORS MAY NOT BE INTENDED TO HARASS, BUT ARE OFTEN RESULT
- ILLEGAL IF THE RESULT IS PERCEIVED AS HARASSMENT

- BEHAVIORS ARE INTENTIONAL; GOAL IS TO INTIMIDATE, HARASS, OR HURT PERSON

## ← **INDIV vs INDIV; SUPVR vs INDIV** → **SUPVR vs INDIV** →

- BEHAVIORS ARE MOST OFTEN DIRECTED TOWARD A PEER OR SUBORDINATE

- BEHAVIORS ARE MOST OFTEN DIRECTED TOWARD A SUBORDINATE

## ← **SEXUAL HARASSMENT LEADS TO A VARIETY OF REACTIONS** →

- PSYCHOLOGICAL
  - FEAR, ANXIETY, GUILT, SELF-BLAME
  - EMBARRASSMENT
  - ANGER
  - LOSS OF SELF-ESTEEM
  - SEVERE EMOTIONAL DISTRESS

- PHYSICAL
  - BODILY HARM
  - ULCERS
  - HEADACHES
  - STRESS-RELATED SYMPTOMS

- ECONOMICS
  - LOW PRODUCTIVITY
  - TRANSFERS
  - TURNOVER

## ← **BEST DEALT WITH BY SUPVR** → **CONTACT SOCIAL ACTIONS IMMEDIATELY** →

- IF IN DOUBT CONTACT SOCIAL ACTIONS
- KEEP YOUR SUPERVISOR INFORMED

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